

## ADULTS LEARN BY DOING

- Studies have shown that adults will forget within a year at least 50% of what they learn in a passive way
- Retention of new knowledge or skills is much higher if the adult has immediate and repeated opportunities to practice or use what he has learned.
- It is for this reason that consideration should be given to the use of group and high participation methods of training whenever practicable.
- This finding also explains why on-the-job training is often the most effective type. It also underscores the importance of timing in all types of training.
- If it is possible to schedule one's learning experiences so that they dovetail with actual operation responsibilities at each stage of one's career, the learning will have a chance to use what was learned before it is forgotten (Just in Time Learning).